

why **hire**
a **refugee?**



Utah Department of Workforce Services
refugee.utah.gov

Improve Your Workforce

why **hire** a **refugee?**



What is a refugee?

A **refugee** is a person who fled his or her country of origin and is unable to return due to persecution based on religion, race, nationality, political opinion or membership in a particular social group.

why hire a refugee?



How are refugees different than immigrants?

- A **refugee** is legally brought to the United States by the U.S. Department of State.
- They are individuals who may become permanent residents after one year and may apply for citizenship after five years.
- All refugees may legally work in the U.S. as soon as they arrive.

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What do refugees offer?

- Better retention rates
- An eagerness to work
- Adaptability
- Quick learning ability
- Dependability and loyalty
- Strong work ethics
- Positive attitudes
- Workplace and bilingual skills

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What are employer incentives?

- Back-to-Work/STEP UP Program
<http://www.stepuputah.com/financial-aid/whats-available/>
- Work Opportunity Tax Credit (WOTC)
<http://www.doleta.gov/business/incentives/opptax/>
- On-the-Job Training (OJT)
<http://jobs.utah.gov/employer/resource/ojt.html>

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What can we do to help?

- Provide all services at no cost to the employer
- Screen and assess applicants
- Locate reliable workers
- Provide job readiness orientation
- Provide employment counseling
- Offer translation services
- Offer administrative support

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Employer Testimonials

Bakery Express

http://www.refugeeworks.org/employers/success_BakeryExpress.html

Dairy and Onion Farms

http://www.refugeeworks.org/employers/Finding_Industry_SpecificJobs.html

Rivanna Natural Designs

http://www.refugeeworks.org/employers/success_greenjobs.html

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Contact Information

Ayelen Butler

Refugee Services Office

aybutler@utah.gov

801-691-8522

www.refugee.utah.gov